

## INDEPENDENT ETHICS PANEL

10 APRIL 2018

PRESENT:           A Lockley, Chair  
                      L Christon, Member  
                      M Lewis, Member  
                      A Macaskill, Member  
                      DCC M Roberts, SYP  
                      Insp S Mellors, SYP  
                      E Redfearn, OPCC  
                      S Parkin, OPCC  
                      F Topliss, OPCC  
                      ██████████, OPCC

APOLOGIES:        M Ismail, Supt S Hemsley and A Fletcher

1        WELCOME AND APOLOGIES

The Chair welcomed everyone to the meeting.

2        DECLARATION OF INTERESTS

There were no declarations of interest.

3        MINUTES OF MEETING HELD ON 13 FEBRUARY 2018

The minutes of the last meeting were accepted as an accurate record.

4        MATTERS ARISING

The Panel gave consideration to matters arising from the previous meeting and the following specific actions:-

**Reference 105**     On today's agenda: Discharge

**Reference 106**     Progress update regarding Pledge for Civilian Supervisors. CC Watson is reviewing the document prior to design and printing. The Inspector's Pledge is in draft and is aligned to the Sergeant's Pledge.  
**10/4/18** CC Watson reviewing document.

**Reference 107**     On today's Agenda.  
**10/4/18** Confirmation required regarding which option the Force has implemented for the Competencies and Values Framework.

**Reference 116** On today's Agenda. – **DISCHARGE.**

**Reference 117** Research projects for University students.  
**10/4/18** Contact details have been provided. – **DISCHARGE.**

5 WORK PROGRAMME

The Chair referred to ethical issues associated with the introduction of biometrics by police forces, including Automatic Facial Recognition ('AFR'). DCC Roberts confirmed that the Force has no plans to introduce AFR and that biometrics is a national policy.

The Chair asked that the Panel consider these matters as part of the work programme before the end of the year.

**It was agreed: to add AFR/Biometrics to the Work Programme for the November meeting.**

6 CHAIR'S REPORT

The Chair informed the Panel that the Commissioner had asked members of the Advisory Panel on Policing Protests to report on the Policing of the Tree Protests in Sheffield. A report on the findings from the Advisory Panel will be available after the local elections.

6a IEP ANNUAL REPORT

The Panel noted that its Annual Report now needed to be prepared. The Annual Report is presented to the Public Accountability Board (PAB), and it was agreed to present it this year as a separate item. E Redfearn advised that the report should be explicit regarding how it contributes to the Police and Crime Plan.

In relation to publicising the report, F Topliss stated that a delegate from the press attends PAB as an observer on behalf of a number of media outlets, and interesting topics may then be reported on.

**It was agreed; the IEP Annual Report to be added to the PAB work programme, date to be agreed. S Parkin and A Lockley to prepare a draft of the report.**

7 CODE OF ETHICS UPDATE

S Hemsley provided a written update to Panel regarding the Code of Ethics. DCC Roberts informed the Panel that the remit of SYP's internal ethics committee is to look at practical issues and dilemmas raised by police officers and staff. S Hemsley has agreed to report back to the IEP on areas of significance to the Panel.

The positive culture project is an innovative project and work is continuing with input from an MSc student. A discussion followed regarding permission to conduct research and access to material.

A Macaskill confirmed that she is liaising with A Leverton regarding relevant research projects for University students.

DCC Roberts specified that any research areas deemed contentious would be raised by colleagues and managed by the Senior Leadership Group.

## 8 USE OF FORCE IN CUSTODY SUITES

The Panel received a report from DCC Roberts on the Use of Force within SYP Custody Suites.

The Chair reminded the Panel that it had received its six-monthly report on the use of force by SYP at the previous meeting, but had held over consideration of a joint letter to all Chief Constables from the Chief Inspectors of Prisons and HMICFRS on the use of force in police custody suites. The letter highlighted the Chief Inspectors' concerns on a number of issues. The issues raised were not specific to SYP; however, the Commissioner had asked the Panel to review the position in South Yorkshire.

The purpose of the report at this meeting was to enable the Panel to provide assurance to the Commissioner, having reviewed the data and information on any learning points that may have arisen.

Following consideration of the report the Panel still had a number of outstanding queries before assurance could be provided to the Commissioner. DCC Roberts expressed the view that the report covered all the points which were raised by the Chief Inspectors' letter and drew attention to the positive report received from HMICFRS on South Yorkshire Police's custody arrangements.

The Panel discussed the risks in custody and what steps SYP take to mitigate them. M Roberts stated that within South Yorkshire there are two new state of the art custody suites in operation. S Parkin confirmed that an Independent Custody Visitor (ICV) Exception Report is to be presented at the next PAB meeting, and raise no areas of concern.

M Lewis drew attention to the assistance that might be gained from reports produced following monitoring visits by ICVs.

It was agreed to submit the outstanding questions to the Force so that an assurance report could be presented at a future meeting of PAB.

**It was agreed; an Assurance Report to be prepared and presented at a future PAB meeting, date to be agreed**

## 9 USE OF STOP AND SEARCH UPDATE

The Panel received a report on the Use of Stop and Search within South Yorkshire covering the period September 2017 to February 2018.

M Roberts informed the Panel that the proportion of ‘positive outcome’ searches in that period was 23%, which is similar to that in the previous period. The number of occasions on which stop and search is now used however is now considerably lower than a few years ago.

A protocol for Best Use of Stop and Search (BUSSS) has been introduced by the Home Office and this is currently going through a refresh. A breakdown of the powers under which stop and search powers are carried out shows that there has been a significant increase in the misuse of drugs power since October 2017. There is good governance and mechanisms are in place for scrutiny of the use of stop and search powers.

DCC Roberts confirmed that the Force had provided additional guidance to officers on undertaking stop and search and the Force is being proactive to increase the number of stop and searches being undertaken, including a recent video blog by the Chief Constable.

The Chair recalled that at a recent meeting the Panel had supported the issue of the additional guidance to officers .

The Panel noted that BAME citizens continue to be subject to a higher number of stop and searches than would be expected from their proportion in the South Yorkshire population. The Chair highlighted that the Commissioner had reported support for effective stop and searches from the BAME population. BAME citizens are disproportionately represented among victims of violent crime.

A discussion followed regarding the validation of statistics. There were limitations on the data in relation to the age profiles across ethnic groups, and geographical locations.

M Lewis drew attention to the possibility that the BAME stop and search statistics would not appear so disproportionate once the age demographics of local areas were examined in more detail.

10 SECTION 60 OF THE CRIMINAL JUSTICE AND PUBLIC ORDER ACT 1994  
(EXEMPTION UNDER THE LOCAL GOVERNMENT ACT 1972, PARAGRAPH 7)

DCC Roberts provided a verbal update on the Section 60 of the Criminal Justice and Public Order Act 1994.

11 SUPPORTING A POSITIVE CULTURE PROJECT UPDATE

11a PROGRESS UPDATE

The Chair provided an overview in relation to the Supporting a Positive Culture Project and stated that a number of underpinning themes have been identified. A literature review has been undertaken by a student from Hallam University, which the project group received today.

11b FEEDBACK FROM IEP MEMBERS' INTERVIEWS WITH INSPECTORS

L Christon and M Lewis provided a Summary Report to the Panel in relation to Taking the Ethical Temperature, Interviews with Inspectors.

A number of interviews have been conducted, the principal subject-matter being ethics and the culture of the Force. L Christon reported that they were very impressed with the dedication and commitment expressed during the interviews.

A number of recommendations were put forward and following a discussion it was agreed that the series of interviews should be extended to include inspectors working in CID and other specialist teams. One of the recommendations was that more should be done to promote systematic dissemination of best practice in team leadership, and this proposal will be followed up in the Panel's work to support a positive culture in the Force.

**It was agreed to extend the interviews to include inspectors working in CID and other specialist teams**

11c REVISED PROJECT PLAN

Item discussed at 11a and 11b.

12 EQUALITY AND DIVERSITY - WORKFORCE REPRESENTATION

S Mellors, Equality Lead for SYP and Humberside Police, provided a verbal update on the latest statistics covering workforce representation in SYP in the year just ended.

The key points included the following:

- SYP's workforce currently stands at 5313 (officers and staff)
- The Force has recruited 554 people in the last year which equates to over 10% of the workforce
- The Force lost 590 people which includes a reduction of 59 police officers
- There has been an increase of 95 police staff
- The Force has lost 109 Special Constables but gained 28 volunteers.

There has been very little change in the diversity of the Force, although there has been a steady increase in the number of female officers to 32.3%, which is now above the national average. There has been an increase in BME recruitment so that the proportion is now 6.6% but 6.5% of BAME officers had been lost this year. Patterns identified in relation to BME officer losses include that 6 BME officers had left the Force after 30 years service; 3 BME officers had achieved promotion on transfer to other forces and 2 had transferred into SYP and then transferred out again to other forces within two years.

A discussion took place around the opportunity to refresh the culture which was presented by the recruitment of such a large number of staff, and about the prospects for promotion and career path development.

S Mellors agreed to provide a full report on workforce representation to the meeting in September.

**It was agreed: an Equality and Diversity – Workforce Representation report to be added to the work programme for the September meeting**

13 BODY WORN VIDEO (BWV) UPDATE

The Panel received a written briefing from Ch Supt R Odell, Body Worn Video Lead (BWV) about the deployment of BWV for SYP Armed Officers.

The Chair recalled that draft guidance was to have been presented to the Panel prior to implementation of BWV, Prof A Macaskill having previously led the Panel's work on the ethical issues related to Body-Worn Video (BWV), when she had worked with R Odell.

M Roberts informed the Panel that the introduction of BWV is led by national policy. M Roberts confirmed that further deployment is being considered and will go in to the business planning cycle, to be factored in to the Capital Programme in September 2018, with a target implementation date of April 2019.

Following a discussion it was agreed to add BWV to the work programme for the November meeting so that there could be a review prior to further deployment.

**It was agreed to add BWV Update Report to the work programme for the November meeting**

14 IEP EXCEPTION REPORT

The Chair confirmed the following items for the next Exception Report to be presented at PAB on the 24 April 2018:-

- Use of force in Custody Suites
- Use of Stop and Search
- Equality and Diversity - Workforce Representation
- Taking the Ethical Temperature - Interviews with Inspectors

15 DATE AND TIME OF NEXT MEETING

The next meeting of the Independent Ethics Panel will be held on 12 June 2018 at 10am, at the Office of the Police and Crime Commissioner, Carbrook Hall Road, Sheffield, S9 2EH.

CHAIR